

FRASER VALLEY COLLEGE

FACULTY AND STAFF ASSOCIATION

# NEWSLETTER

1985-86/# 1

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FRASER VALLEY COLLEGE  
FACULTY & STAFF ASSOCIATION

Welcome to the 1985-86 FSA NEWSLETTER.

We hope to publish a NEWSLETTER towards the middle of each month this year. In addition to continuing to reprint quotes, cartoons, and articles from other sources, this year we hope to print regular reports from the FSA President, the Vice Presidents on the CAC, the Recording Secretary on issues dealt with at Executive Meetings, the Grievance Chair on current grievances (while maintaining the confidentiality of the persons grieving), the JCAC Chair, Professional Development Chair, and Contract Chair.

We would also like letters from you on FSA business, and please let me or Marg Starr (FSA Office, Abbotsford, local 313) know about relevant meetings, deadlines, cartoons, quotes, articles, etc. for the NEWSLETTER.

Also please let us know what you would like to see in the NEWSLETTER: we are trying to use it to keep you abreast of FSA business.

Finally, we are commissioning the design of a logo for the FSA, and we would like a little snappier title for the NEWSLETTER than 'FSA NEWSLETTER' - any ideas out there for a title?

Here's to a peaceful, progressive year.

Paul Herman.

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The opinions expressed in this NEWSLETTER do not, unless explicitly stated otherwise, express the official position of the FSA.

SAVE FOR FUTURE USE

F.S.A. EXECUTIVE MEMBERS:

PRESIDENT	KEVIN BUSSWOOD	436/313
FACULTY V.P.	DOUG NICOL	453
STAFF V.P.	WALLY HUBLER	232
TREASURER	HAZEL LOCKHART	210
RECORDING SECTY.	JUDY INOUYE	268
CORRESPONDING SECTY.	GRAHAM DOWDEN	293
COMMUNICATIONS CHAIR	PAUL HERMAN	307/421
GRIEVANCE CHAIR	BOB SMITH	421
JCAC CHAIR	RICHARD HEYMAN	333
CONTRACT CHAIR	VIRGINIA COOKE	293
AGREEMENTS CHAIR	SCOTT FAST	424
PAST PRESIDENT	BETTY HARRIS	273

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<u>COMMITTEES:</u>	AGREEMENTS	SCOTT FAST	424
		CHERYL POHL	263
	C.A.C.	DOUG NICOL	453
		WALLY HUBLER	232
	*JOINT P.D.	PERLA WERK	711
		CHERYL POHL	263
		DAVID GIBSON	290
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	WORKLOAD	ALAN DAVIS	422
		IAN FENWICK	431
	J.C.A.C.	RICHARD HEYMAN	333
		VARLENE MACLEOD	251
		ISABELLE LEE	217
		BARBARA HARMS	260

\* One more FSA member to be elected.

NOTICES

E.L.F. DEADLINE DATES:

LONG TERM: Application deadline: NOVEMBER 15.

SHORT TERM: Application deadline: NOVEMBER 15, AND  
FEBRUARY 17.

Please submit your applications to the J.P.D.C. Chair, PERLA WERK.

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THE DEFEND EDUCATION SERVICES COALITION (DESC) is holding a series of regional workshops in the fall of 1985. These are aimed at individuals who wish to run for school trustee or who intend to be involved in campaigns to elect trustees willing to fight for increased investment in education.

Attend the workshop in your area. Bring along others - potential candidates, as well as teachers, other education workers, parents, other concerned community members.

The program will include details on how to organize a campaign, discussion of key issues, and skill sessions.

LOCATION: FRASER VALLEY COLLEGE, ABBOTSFORD.

DATE: SEPTEMBER 20/21, 1985

REGISTRATION: R. BOLSTER - TEL. 856.6547

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The FVC cookbook, "College Cuisine", with recipes by faculty, staff, administration, and board members, went to press last week and is now available for sale in both college bookstores. Price is \$5.00 a copy, with proceeds going to the Salvation Army's Christmas Fund.

The book features a wide variety of dishes and other culinary delights. It was produced by the College Cookbook Committee, with the assistance of several staff, faculty and students.

Doug Nicol

"WHERE SELDOM IS HEARD AN ENCOURAGING WORD"...

Rewriting "Home on the Range" is long overdue in Beautiful B.C. Welcome back; Welcome aboard; Whatever. We begin the new semester with something less than our traditional enthusiasm. It helps not at all to realize that a mild depression is characteristic of most educational institutions in our province.

We are invited to be cheerful on the grounds that the situation, while not improving, will not worsen appreciably -- **UNLESS**, you work in an institution which has not undergone an appropriate "adjustment" to the realities of Restraint. "Appropriate adjustments" seem to be pay cuts, increases in workload, and significant reductions in service to students. I will not hazard a guess as to whether, in the eyes of our political leaders, we are appropriately adjusted at FVC. You will probably help the cause by asserting loudly and frequently that we are now adjusted, and feel much better for it -- thank you Bill et al.

The lack of immediate furore in our sector should not make us careless. The last couple of years have eroded our working conditions and general social conditions such that our morale, the quality of service, and the morale of our students have declined. We must struggle to retain the sense of educational community that we have built over the past decade. Let us be sensitive to the fact that we are not alone in our concerns. Many of our students face economic and occupational problems much worse than ours.

Workload Discussions

Just prior to holidays this summer, members of the executive met with senior management for two mornings to discuss concerns on workload. The meetings were useful in that, while appreciating the external pressures on productivity, we were able to effectively communicate the hidden costs to quality inherent in increasing teaching loads. Obviously, in negotiations this year, we will be arguing the impossibility of increased workloads. Hopefully, we can continue to have discussion on this issue with the College.

In practical terms, a refusal to make more concessions on our working conditions is not simply selfishness on our part. Every overworked faculty and staff member is less capable of delivering or supporting quality educational services. We will continue to speak out for working and organizational conditions that ensure a proper education for all who need and want it.

Provincial Union

The College-Institute Educators' Association, C-IEA, will again be actively exploring the pros and cons of some form of provincial union status during the coming year. Watch for background material on 3 options:

1. Status-quo: C-IEA (and its members) as is.
2. Independant Provincial Union - in which member unions combine to create a provincial union which would then be in a position to push for more centralized bargaining.
3. Affiliation with an existing Public Service Union - C.U.P.E. - in which we all become CUPE locals.

It is premature to discuss these options at any length at this time. A great deal of information about each option will be made available over the coming months. Sometime in the New Year, if things go as expected, we will be asked to formally consider the question. Rest assured that all questions and concerns will be addressed through written material and meetings. Be further assured that the FSA Executive is not advocating any particular option at this time. Our role will be to clarify and inform such that the ultimate decision will be democratically decided by all our members and be appropriate for all our members.

Central Defense Fund. In a related matter, the Central Defense Fund, which we voted on at the AGM, is on hold for a number of reasons. First, legal opinion has indicated a number of problems which prevent the immediate setting up of the fund. Second, the issue cannot be resolved until C-IEA members decide on the Provincial Union question. Third, given layoffs at some colleges, there are insufficient numbers to begin the fund. If all of the above hadn't happened, we were exploring ways of reducing costs to those of our members who are paid the least. If the issue is reconsidered by C-IEA, it will come up for full discussion at an FSA General Meeting. For now -- forget about it.

Prospects. I wish that I could lay out some well founded speculation about the coming year. I can only reiterate the need to be on guard - the need to reject any further erosion of our college and our work, and the need to continue to be sensitive to members of valley communities who are constantly buffeted by the madness and uncertainty which pervades B.C. today.

Let me urge, in closing, that you look for opportunities to strike a blow for sanity. Why, just 2 weeks ago, for example, I visited Expo to see the Folklife Festival. Trepidatiously, yet with firm resolve, I passed through the gate with a peanut-butter sandwich taped to my right thigh, a bottle of Perrier artfully hidden in my shorts, and a cluster of grapes adorning each shoe top. As I nibbled and sipped my illicit repast, I was suffused with the glow of revolution begun. Goodness, if they keep up their present activities, we can laugh them out of office.

More in October.

Kevin Busswood, President.

## FROM THE CONTRACT CHAIR...

The time has come round again to replace whatever steaming novel you keep at your bedside or on the bathroom shelf with a copy of that red-covered best-seller, The Collective Agreement. This may be a prime opportunity for the latent creative writer in you to emerge as you submit your version of a re-written clause for negotiation.

In preparation for re-negotiating our contract this year, I attended a special section of the C-IEA Labour School, (Aug. 22 - 25) for SWCC (Salary and Working Conditions Committee) representatives from most of the colleges. Among other topics, we discussed what appear to be trends emerging in bargaining and settlements throughout the province. Many of these trends - not surprisingly - are detrimental to working conditions of faculty and staff and to education for the students. I am optimistic that our board and administration are sensible enough and our FSA members are strong enough to resist these trends - but you need to be aware of what they are.

The most worrisome trend is what might be called "erosion". It takes the form of pressure on workloads and salaries. Semester-based faculty are pressured to take on one or two more classes a year, sometimes during spring and summer sessions; vocational faculty have their hours increased. Both class sizes and the length of the semester have also been increased in some colleges. At Cariboo, some of the classrooms are being rebuilt to accommodate classes of 150 students - which might work all right on the Simon Fraser model (large classes; small seminars) if the faculty could get a limit on the seminars. But the seminars often run from 30 to 35 students, which means that the student may never get a small class. Some faculty (notably Malaspina) have actually settled for a cut in salary in order to protect jobs, only to find that jobs are not really protected and that they are merely subsidizing the college.

Faculty have felt erosion of their professional development - often replaced by a kind of "program development" which denies the need for personal development in an instructor's discipline. At Camosun now, a faculty member must make special application for any PD time; otherwise he is expected to spend spring semester in the classroom except for one spring out of every five years. I don't want to suggest for a minute that college faculty are willingly giving in to these pressures, or even that such settlements are widespread, but these kinds of unreasonable demands from management are the trend, and must be resisted.

Many faculty and staff expressed the need for more exactly and strongly worded job descriptions, since one trend over the



Contract Chair (Contd.)

past two years is to "fiddle" with these jobs. In some cases, faculty were given jobs running the labs for courses, and then the lab assistant was fired. Full-time jobs have been converted to part-time. At one college, counsellors were laid off and faculty were expected to counsel the students (since "counselling students about courses" was in the list of duties for faculty).

There has been a trend in some colleges, especially in developmental and vocational courses, for "computer assisted" learning. BCIT in particular reported that students were dropping out like flies because they could not adapt to the self-paced computer style of learning, but there appears to be money available for hardware such as Plato and not for faculty.

What almost everyone has noted is the trend toward more "managerial style" on the part of administrators. (Remember a few years ago when administrators referred to themselves as "administrators" rather than "management"?) "Consultation" is increasingly "informing after the fact", and there is often a kind of formula-ridden, punch-clock-ridden mentality which goes along with this style. Administrators and boards seem more inclined to use "hard-ball" tactics instead of negotiating amicably - probably as a result of the tactics used by the provincial government in all of their labour practices.

SO we enter a negotiation of our contract with these provincial trends in some measure influencing the atmosphere if not the actual negotiations.

It was gratifying to hear at FVC's opening faculty meeting the suggestion that better times may soon fall on us. Such an easing of pressure would certainly aid us all in coming to an agreement which will not lower the quality of education or the morale of faculty and staff. But we will need to be vigilant and prepared.

Which brings me to the subject of a negotiating team. We need people who are interested and capable (or merely pig-headed, for that matter) to form a team of negotiators. I would like to assemble people from the widest backgrounds possible. If you wonder what's in it for you, just remember that you have to live with the results of this contract, and that complaining in advance is ever so much more effective than complaining after the fact. Even at the very worst, you could be a tragic hero. If you are interested or willing, please contact Virginia Cooke at Local 293 or call the FSA office at Local 313.

Virginia Cooke.



FROM THE GRIEVANCE CHAIR ...

You will be requested to nominate and elect Shop Stewards later this month. Select wisely. Without informed and vigilant representation by shop stewards, all manner of things from contract violations to the calling of Selection Advisory Committees can go wrong, not to mention the Grievance Chairperson and Executive getting out of touch with the membership. Look for the nomination forms and give your best thoughts to the matter.

Once the new slate has been elected, Tom Beardsley from C-IEA will offer a workshop on the day-to-day activities and responsibilities of the Shop Steward, especially in the areas of contract interpretation and contract management. The Association will pay for any replacement costs so that our Shop Stewards can attend this workshop.

The Union is currently grieving the classification of one staff position, in particular the rating of the experience/qualification factor. This grievance is at step two. Several bush fires are being attended to. If you feel your contractual rights are being violated, discuss the matter with your shop steward, check the contract out, and begin the job of documenting the issue. Keep your Grievance Chairperson informed.

LAYOFF LIST  
SPRING, 1985

<u>Employee</u>	<u>Faculty or Staff</u>	<u>Percentage Layoff</u>
Colin Bell	F (total layoff)	100%
Alice Davies	F (total layoff)	50%
Rory Wallace	F	50%
Irene Yewell	S (total layoff)	83%
Carol Oddy	S (hours reduced)	38%
Carole Harlow	S (hours reduced)	12%

Bob Smith.

FROM THE JOINT CLASSIFICATION AUDIT COMMITTEE CHAIR...

This is probably the first official report from the JCAC you have seen in a long time. I hope to provide you with an ongoing report of where the committee is at and as far as possible, where it is going.

The mandate of the JCAC is to classify staff positions in the College that come under the College/FSA Collective Agreement. The result of the classification is to provide the position with an accurate description of the job duties as well as to place the position on the staff pay scale according to certain criteria used in the evaluation based on a points system.

Every description studied is broken down into five categories:

1. Problem Solving.
2. Knowledge.
3. Contacts.
4. Supervision.
5. Effort.

Problem Solving measures the degree of problem solving and initiative required in the job. It considers the nature of the work and the number of variable elements requiring analysis, judgement, and ingenuity. There are 6 categories in this area, each succeeding one places more responsibility on the incumbent and therefore the position is given extra points. For example, are the tasks simple and established or non-routine?

Knowledge expresses the level of general knowledge and specialized training required to perform the job satisfactorily. A combination of education and experience may be considered equivalent. For example, a position requiring 2 years of post-secondary school training may be substituted by 5 years on-the-job-experience.

Contacts involves the activity of transmitting or exchanging information or ideas. This factor measures the importance of the purpose and the frequency of contacts. It considers both internal and external contacts.

Supervision appraises the amount and type of supervision exercised in distributing tasks, choosing methods, checking completed work, giving technical direction or advice.

Effort measures the quantity and the quality of physical and mental effort required in the position. It takes into account any lifting of objects as well as concentration that may occur.

JCAC Report (Contd.)

Remember, the JCAC serves an important function for us. It is as strong as we make it. If you have any questions regarding your position description (or if you can't find yours) see one of the following committee members:

Richard Heyman  
Varlene MacLeod  
Isabelle Lee  
Barbara Harms.

Richard Heyman

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EDUCATION OVERHAUL SUPPORTED

(Sun newspaper, August 27, 1985)

The findings of an education review committee are not surprising and should indicate to the education minister it's time for a royal commission into education, say representatives of B.C. teachers, parents and school trustees.

Some results from the five volume report 'LET'S TALK ABOUT SCHOOLS':

- \* The majority of people feel the quality of schooling is inadequate and has declined over the last five years.
- \* 70 per cent of the public and more than 80 per cent of educators surveyed feel existing levels of financing failed to meet current community expectations.
- \* Respondents were divided on whether or not school boards should be allowed to raise taxes to increase school revenues, although a Gallup survey commissioned as part of the study said 51 per cent of the population feel the education system is so bad they are prepared to pay higher taxes to improve it.
- \* Respondents were also divided on who should hold the main responsibility for education, the provincial government or individual school boards.
- \* People felt overwhelmingly that there should be greater accountability in all areas of schooling.
- \* Respondents felt high-quality teaching was a necessity and that teachers should be continually upgraded.

Education Overhaul Supported (Contd.)

The report was prepared by a 16-member provincial school review committee that spent the past year gathering public opinion on what British Columbians thought about the education system. More than 25,000 people took part in the study, either as part of 500 public school meetings last spring or as respondents to the Gallup poll involving about 14,000 people.

Heinrich conceded he was not surprised that the public wants more money for education and he did not rule out the possibility that provincial purse strings could be loosened in 1987, after the current period of restraint ends December 31, 1986.

BCTF President, Pat Clarke, said the report "is an interesting snapshot, but what we need now is a blueprint". He said since the ministry has not responded to the need for a royal commission, the BCTF and other concerned groups will start their own commission which "is in the works" and will be further organized at meetings in Vancouver Sept. 20-22.

He cautioned that the government should not develop new legislation based on the report, which he said is just "a public opinion survey". "There are no recommendations in it, so the government can select whatever results they want."

B.C. School Trustees Assoc. President, Eric Buckley, said he wants to study the report further before commenting, although he agreed it indicates a larger broader-based commission is necessary to study education in B.C. He said the BCSTA may work with the BCTF to hold an independent commission and that the trustees are committed to participating in at least the September meetings to discuss the commission.

Heinrich described the report as "credible". "I will look at this and follow it closely."

Vancouver parent representative, Chris Taulu, said the study indicated what the parents were saying all along. "I think it's exactly what I thought they'd find. It will be interesting to see what (Heinrich) puts in the white paper (on reforms to the School Act)".

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COLLEGES AND PROVINCIAL INSTITUTES  
1985/86 ALLOCATION SUMMARY (1)

<u>COLLEGE/INSTITUTE</u>	<u>1985/86 TOTAL</u>	<u>% CHANGE</u>
BCIT	33,615,800	- 6.3%
Camosun	15,803,000	2.3%
Capilano	11,305,900	- 5.4%
Cariboo	11,974,000	- 3.5%
Douglas	13,254,700	1.4%
Emily Carr	4,464,200	- 2.3%
East Kootenay	4,593,600	- 2.7%
Fraser Valley	7,419,200	- 2.6%
Kwantlen	12,307,800	- 0.7%
Malaspina	11,791,500	- 2.1%
New Caledonia	10,423,900	- 2.2%
North Island	5,325,500	4.5%
Northern Lights	5,854,100	- 6.1%
Northwest	5,625,900	- 4.3%
Okanagan	13,538,700	2.1%
Open Learning	4,470,100	- 8.2%
Pacific Marine	1,336,500 *	-26.1%
PVI	17,633,000	- 6.4%
Selkirk	9,529,100	- 6.2%
VCC	38,969,900	- 1.2%
 TOTAL	 <u>\$239,936,400</u>	 <u>- 2.9%</u>

\* PMTI had a significant accumulated surplus and the allocation for 1985/86 has been reduced to deplete the surplus.

1. Excludes Functions 3 and 6, leases, insurance.

(Extract from BCAC Bulletin April 19, 1985. Vol. 1 #1)

### FACULTY LAYOFFS IN COLLEGE INSTITUTE SYSTEM

Our provincial organization, C-IEA, maintains an up-to-date record of layoffs throughout the college-institute system. C-IEA has provided the information below based on the situation as of early April.

The layoffs concerned are those of regular faculty. In addition, there are at most colleges a significant number of contract/sessional faculty who have lost all or part of their work. Accurate figures on job losses by contract/sessional faculty are very difficult to obtain because the employer is generally not required to give notice: contracts are simply not offered. Thus these invisible cuts of faculty must be added to the figures below.

Since this season's first lay-offs were announced in December 1984, the Ministry has returned 2% additional funding directly into the system (i.e. to 1985-86 funding levels that are 96% of the 1984-85 levels), and other monies have found their way back indirectly or with Ministry strings attached (i.e. under the "Institutional Renewal" and "Local Economic Renewal and Development" Funds). The result, at some institutions, has been a rescinding of some layoff notices.

<u>Institution</u>	<u>Layoff Notices Initially Delivered</u>	<u>Current Layoffs Active</u>
B.C.I.T.	88.75	6
CAMOSUN	13 (BCGEU)	13
CAPILANO	14	14
CARIBOO	13	11(a)
C.N.C.	4	4
DOUGLAS	-	-
E.K.C.C.	-	-
FRASER VALLEY	15	11.4(b)
KWANTLEN	2	0(c)
MALASPINA	10	10
NORTHWEST	-	-
OKANAGAN	21	15.7(d)
SELKIRK	<u>13</u>	<u>13</u>
TOTAL (C-IEA MEMBERS)	<u>193.75</u>	<u>93.7</u>

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#### NON-MEMBERS

Open Learning Instit.	33	33
VCC	<u>12.5</u>	<u>12.5</u>
TOTAL (System Total)	<u>239.25</u>	<u>139.2</u>

Faculty Layoffs in College Institute System (Contd.)

Footnotes:

- (a) Three of these layoffs are in the "Administration" area but pertain to positions (i.e. counsellors, study skills co-ordinators) that would be covered under faculty agreements anywhere else in the college system.
- (b) Consists of 6 faculty and 5.4 staff (the Association at Fraser Valley represents faculty and staff together)
- (c) The layoffs have been rescinded due to reassignment, displacing 2 FTE contract faculty.
- (d) Consists of 1.1 FTE lost by the BCGEU (vocational) component and 14.6 lost by the Faculty Association.

It should also be noted that in the two years of "restraint" prior to this year, 359 faculty positions have been lost in the system, most of these regular ones. BCIT, Selkirk/David Thompson, and CNC have suffered the greatest number of layoffs.

John Waters.

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**ARBITRATION'S PRICE TAG**

The findings of the Ministry of Labour's second survey of arbitrations revealed that the combined total cost to both parties of an "average arbitration" was \$10,377. Other findings showed the median cost to employers was \$6,266 and to unions \$4,843. A significant part of the employer's expenses were represented by cost of counsel. An examination of 11 cases, where the chairperson and both counsel were practicing lawyers, revealed the median total cost was \$15,632.

On average, it took 241 days to process a grievance from the time of its initiation to the rendering of an arbitral award. It took an average of 23 days to select a chairperson, and it then took the chairperson 65 days to arrange a meeting.

The survey revealed, also, that most arbitrations involved a single day of hearings, following which it took the arbitrator an average of 35 days to render his decision.

(Extract from BCAC Bulletin, April 19, 1985. Vol. 1 #1)